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REPORT NO.

50X1

COUNTRY USSR

50X1

DATE DISTR. 18 Nov. 1953

SUBJECT Overtime Pay in the USSR

NO. OF PAGES 2

PLACE
ACQUIRED

50X1

NO. OF ENCLS.
(LISTED BELOW)DATE
ACQUIREDSUPPLEMENT TO
REPORT NO.DATE OF INFORMATION

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1. I was acquainted with it in the USSR was calculated on the basis of base pay (osnovnaya zarplata) as follows: for the first two hours of overtime, at time and a half; for succeeding hours at double time (iz rascheta osnovnoy stavki - za pervyye dva chasa v polutornom rasmere, za posleduyushchiye chasy v dvoynom rasmere).
2. Employees on a monthly salary basis were not recompensed at the above rates. The salaried employee received a bonus (premiyal'naya nabavka) for the fulfillment or overfulfillment of the plan. I often had to work extra hours to complete my work. It was to my interest to ensure maximal fulfillment of the plan, because bonuses were paid on the basis of overfulfillment. (For example, if the plan called for monthly sales of 100,000 rubles, fulfillment or overfulfillment of this target figure was rewarded by a percentage per thousand of fulfilled and overfulfilled sales.)
3. Few workers were employed at time rates. In general, almost all workers were employed at piece work rates (sdel'shchina). For piece rate workers the above overtime rates applied, and likewise, the same rate of overtime pay would apply in the case of progressive piece rate workers. The distinction between piece and progressive piece rate workers appeared to be the extent to which the workers' norm was fulfilled or overfulfilled. In this connection, it is interesting to note the frequent reference in Soviet economic reports to the raising of the worker's productivity to the average-progressive norm rate. Rather than schedule norms at the rate of the most productive worker or workers, the average of advanced productive workers is taken as a criterion. This represents a slight departure from the earlier form of Stakhanovite labor (stakhanovshchina).

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4. As a rule, the overtime work day was not allowed. They say that the work day must suffice. Naturally, the first consideration of all work was the fulfillment of the plan. In the event that the plan could not be fulfilled in time, overtime work had to be resorted to. From my experience, I would say that lags in production (otstalost'), sickness or the incapacitation of members of a section, shortages in the TO (shtat), sudden and urgent directives to be fulfilled (e.g., making an inventory before the following day's price reductions), unanticipated breakdowns in production - all constituted reasons for the scheduling of overtime. If any of these circumstances arose, the chief of a section or shop, realizing the plan could not be fulfilled in time, made out a request (dokladnaya zapiska) for overtime to the director of the enterprise. The request stated the type of work to be done and listed the workers to be employed on that overtime work. The director usually approved the request and then submitted it to the comptroller (raspredelitel' kreditov). The comptroller had to concur with the director, because all overtime work was paid for from a separate fund of the enterprise. Money had to be on account to pay for this work. The request was then submitted to the enterprise's Trade Union (profsoyuz) Committee. The Trade Union Committee merely recognized the need for this overtime work and gave its formal approval; this practice was a mere matter of form, bearing little weight on the decision to work overtime.
5. Four hours overtime at the end of the work day was usual, for me and my associates who were salaried employees. Perhaps as many as six hours might be worked overtime. Again, Sunday work would be scheduled in those circumstances where fulfillment of the plan was in jeopardy. Work performed on a rest day (vykhodnoy den'), i.e. on Sunday, could be applied to one's leave; this was a frequent occurrence. Often a worker might earn as many as 16 to 18 days leave in this manner, four to six days in excess of his normal leave per year.
6. When the worker was laid off during the normal work time, he received a guaranteed minimum wage of 85% of his base pay. Hence, if he was laid off from work for one day, and he returned to work 48 hours for the remainder of the work week, he received his wage at the regular rate. If he also worked above the 48 hour limit, he was then paid overtime rates as I have already stated them.
7. The director of an enterprise could schedule overtime when the need arose, but not at will. There had to be funds sufficient to cover the cost of overtime pay. From my own experience, overtime usually was confined to a certain section or shop, where it was imperative to work overtime to ensure the fulfillment of the plan by a given time. Most likely, today there is a new law concerned with overtime work and pay rates.
8. The Soviet worker looked on overtime as an additional way to increase his earning power. In many instances he could gain additional days of leave for his work performed on a rest day. I do not recall any law covering the limits of the amount of overtime that could be worked in any one week.

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